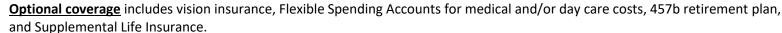
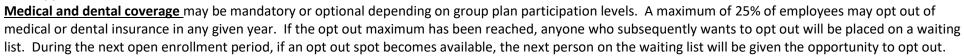
City of Shoreline Human Resources | Summary of Benefits 2023

<u>Mandatory coverage</u> includes Term Life Insurance, Long Term Disability, PERS (State retirement), 401a retirement plan (social security replacement), and an Employee Assistance Program.





Each full-time regular employee receives \$1,117 (Tier I benefits allotment) per month to buy benefits for themselves and eligible family members, including domestic partners. If the employee does not use the entire allotment, the remaining amount goes into a 457(b) deferred compensation plan. If the cost is greater than \$1,117, the employee moves to Tier II and is able to receive a contribution from the City of up to a total of \$2,237. If the total cost of monthly premiums is greater than \$2,237, the employee pays the premium costs that exceed the Tier II allotment. All benefit allocations are pro-rated for part-time regular staff. Some employees in limited term positions may be eligible for benefits.

Benefit	Eligibility	Provider & Description	Cost to employees			
Medical Insurance	Regular	Regence HealthFirst 250 (*Rates reflect 2% WellCity discount)				
	employees +	Employee: \$854.62	Employee + one child: \$1,279.12			
	eligible	Employee & spouse: \$1,716.38	Employee + two children: \$1,630.10			
	dependents	Employee, spouse + one child: \$2,140.90				
		Employee, spouse + two children: \$2,491.88				
		Regence pharmacy co-pays are \$5 (generic), \$25 (name brand formulary, preferred) or \$50 (name brand not on the formulary) with a limit of a 30-day supply, and \$100 specialty medications. Prescriptions can be filled through mail order for \$10 (generic), \$50 (name brand formulary preferred), and \$100 (name brand not on the formulary) for 3-month supply.				
		Kaiser Permanente \$20 Co-Pay/\$200 Deductible (*Rates reflect 2% WellCity discount)				
		Employee: \$746.88	Employee + one child: \$1,121.66			
		Employee & spouse: \$1,481.34	Employee + two children: \$1,496.40			
		Employee, spouse + one child: \$1,856.08				
		Employee, spouse + two children: \$2,230.86				
		, , , ,	ric, preferred), \$20 (brand, preferred), and \$40 (non-preferred) filled through mail order for \$20 (generic, preferred), \$40 (brand, oply.			



Vision	Regular employees + eligible dependents	Optional: Vision Service Plan (VSP) Employee: \$7.72 Employee + 1 dep.: \$15.44 Emp. + 2 or more dep.: \$23.16		
Dental Insurance	Regular Delta Dental employees + Employee: \$55.88 eligible Employee + 1 dep.: \$105.68 dependents Emp. + 2 or more dep.: \$165.42			
		Willamette Employee: \$64.32 Employee + 1 dep.: \$120.5 Emp. + 2 or more dep.: \$191.92		
Flexible Spending Account	Regular employees	Optional: Navia Pre-tax funds set aside to pay health and/or day care expenses: Health Care FSA: max of \$3,050 Day Care FSA max of \$5,000		
Retirement	Regular employees	Washington State Public Employees' Retirement System (PERS) Mandatory: The City and employee contribute a specific percentage monthly to the member's DRS retirement: PERS I (closed to new PERS employees) - Employee 6%, Employer 12.97% PERS II - Employee 6.36%, Employer 9.53% PERS III Employee 5-15%, Employer 9.53% MissionSquare Mandatory: 401(a) Social Security Replacement Employee contribution 6.2% Employer contribution 6.2% Employer contribution 6.2% 457(b) Deferred Compensation Plan Mandatory for any remaining funds from the Tier I \$1,078 monthly allocation Optional: Payroll deduction may be added or created up to \$20,500 max year for 2022. Age 50 or over can make catch-up contributions up to \$6,500 annually for the total of \$27,000. Pre-retirement catch up goes up to \$41,000 annually, twice the annual maximum contribution.		
Basic Group Term Life Insurance &	Regular employees + eligible dependents	Mandatory: Equal to 1 X basic annual earnings to a maximum of \$50,000	Free	

Accidental Death and Dismemberment (AD&D)							
Group Long Term	Mandatory: Coverage for Total Disability resulting from accidents and sicknesses				Free		
Disability	employees	Benefits are 60% of Basic Monthly Earnings up to a maximum of \$6,000 per month (may begin after the					
				lays of absences due to a cov	•	. , 0	
Voluntary Term Life	Regular	Optional:					
insurance and Accidental Death &	employees + eligible dependents		Minim um	Guarantee Issue	Maximum		
Dismemberment (AD&D)		Employee	10,000	5 times annual salary, up to \$200,000		\$200,000, in increments of \$10,000, but no more than 5 times annual salary	
		Spouse	5,000	100% of employee's benefito \$50,000	t up 100% of employee's \$200,000	benefit, up to	
		Children	2,000	100% of employee's benefi	t 100% of employee's \$10,000	benefit, up to	
Voluntary Critical Illness Insurance	Regular employees working	Optional: Eligibility Requi		nployee must be actively wor	king a minimum of 30 hour s	s per week to be	
	30+hrs/week		Minim	Guarantee Issue		Maximum	
	+ eligible		um				
	dependents	Employee	\$5,000	\$30,000		\$30,000	
		Spouse	%5,000	100% of employee's CI Prin	cipal Sum, up to \$30,000	\$30,000	
		Children	25% of e	employee's CI Principal Sum, i	up to \$8,000	\$5,000	
Voluntary Accident Insurance	Regular employees working 30+hrs/week	Optional: Eligibility Requi eligible for cove		nployee must be actively wor	king a minimum of 30 hour s	s per week to be	
	+ eligible	Employee/Me	mber	\$1	4.23 (\$0.47 per day)		
	dependents	Employee/Me	mber + Spo	use \$2	0.88 (\$0.69 per day)		
		Employee/Member + Child(ren) \$26.69 (\$0.88 per day)					
		Employee/Member + Family \$34.90 (\$1.15 per day)					
		Note: The amoterms of the po	` '	e may vary due to rounding a	nd are subject to change ba	sed on the final	
Employee Assistance Program	Regular employees + eligible dependents		•	stance is available to regular en and anyone living in the h		diate family,	Free

Wellness Program	Regular employees	Optional: Program includes fitness and wellness challenges, monthly newsletters.	Free	
Orca Passport Card	Regular employees	Optional: Includes unlimited rides on all bus and train routes for King County Metro, Sound Transit, Community Transit, Kitsap transit, Pierce Transit and Everett Transit	Free	
Paid Time Off	Regular employees	The City offers generous vacation (up to 12 days in the 1 st year of employment) and sick leave accruals (8 hours per month*), eleven holidays*, and other types of leave to eligible employees such as two personal days, three management days for exempt employees and bereavement leave. *Regular part-time employees are eligible for prorated leave accruals and holiday pay.		
Other Leaves	Eligible employees	Other types of leave offered to eligible employees include disability leave, holidays for reason of faith or conscience, bereavement leave, jury duty, military leave, and leave without pay.		
Other benefits	Eligible employees or positions	Telecommuting, flexible work schedule, and educational reimbursement program		
Parking Garage	All employees		Free	
Spartan Rec Center	Regular employees	Use of the Spartan Recreation Center Gymnasium	Free	